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PART IV

Section I-C

NOTIFICATIONS, RULES, ORDERS, ETC., ISSUED UNDER CENTRAL ACTS AND ORDINANCES WHICH APPLY TO MYSORE.

NOTIFICATION.

No. L.S. 714—L.W. 75-50-1, dated Bangalore, 31st May 1950.

In exercise of the powers conferred by sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Act XIV of 1947), His Highness the Maharaja of Mysore is pleased to refer the dispute between the Management of the Bangalore Woollen, Cotton and Silk Mills Co., Ltd., Bangalore, and the Labour Association thereof, in respect of the workers' demands detailed in the annexure hereto, for adjudication, to the Industrial Tribunal constituted in Notification No. L.S. 675-85—L.W. 71-50-6, dated 30th May 1950.

By Order of His Highness the Maharaja,

B. S. PUTTASWAMY,
Secretary to Government,
Law Department.

ANNEXURE.

I. WAGES.

1. (*a*) Increasing the basic minimum wage.

(*b*) Fixing the piece-work rate according to the quality of the cloth woven.

(*c*) Corresponding increase of wages in all other departments.

(*d*) Job classification, fixation of pay rates on the basis of individual skill and ability, and systematic promotions.

(*e*) Giving sufficient previous notice to workmen of any intended fixation of piece-work rates and paying wages on the basis of the average of three preceding months, during the experimental stage.

2 (*a*) Discontinuance of the existing practice of denying a worker on transfer the benefit of his own service, percentage and wages.

(*b*) Giving a worker acting in a higher paid job, the acting pay of such job along with the admissible allowance.

(*c*) Equal wage rates to male and female workers whenever their work is similar.

(*d*) Revision of the pay-scales of the clerks.

II. ALLOWANCES.

(*a*) Increased D.A. and payment of the same for full months instead of for the actual number of days of work.

(*b*) Increased allowance for work during Night Shift.

(*c*) Payment of a special allowance to workers engaged in Hazardous Occupations.

III. BONUS.

1. (*a*) Payment of the half-yearly bonus to workers who have not yet been allowed to draw it.

(*b*) Payment of Production Bonus in all the departments.

(*c*) Doubling of the amount of Good Piece Bonus in Cotton Weaving Department.

2. Payment of at least three months' bonus to all the workers.

3. Payment of a bonus at the rate of one month's pay for every year's service to all workers with long service but discharged as bein no longer required.

4. Restoration of payment of Book Bonus to all the employees.

IV. HOLIDAY.

1. *Holiday with Pay.*—(*a*) Strict enforcement of the Factories (First Amendment) Act, 1948, with retrospective effect from 28th January 1947 and publication of the leave scheme of the Mills and grant of holiday with pay as contemplated in the Act in addition to the existing privilege leave.

(*b*) Liberalisation of Privilege Leave Rules.

2. *Festival Holidays.*—(*a*) Increasing the number of festival holidays from 10 to 15 in the year, with Pay and Dearness Allowances.

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3. *Causal Leave* (*Ordinary Leave*).—Fixation of the strength of each department, group, or section, with a 10 per cent surplus in order to facilitate the grant of ordinary leave with D.L.A. on an average of $2\frac{1}{2}$ to 3 days per month, and omitting in calculations relating thereto the percentage of sick leave and accident leave if any granted.

4. *Sick Leave.*—(*a*) Reinstatement of work-people discharged on medical grounds provided they are declared medically fit.

(*b*) Grant of sick leave on the authority of medical certificates granted by Registered Medical Practitioners or other competant authorities.

V. INDUSTRIAL WELFARE.

1. Provision of Dining Sheds for the work-people.
2. Provision of more satisfactory Cycle Sheds.
3. Provision of adequate shed or shelter for work-people waiting to be passed into the Mills for Night Shift.
4. Provision of an Industrial Canteen in accordance with the Mysore Factories (Second Amendment) Act, 1948.
5. Revival of supply of bread to work-people and improvement in the quality of Coffee supplied during Night Shift.
6. Improved treatment to work-people and their families in the Mill Dispensary.
7. Relieving the Mill Dispensary of work relating to sick leave.
8. Provision of protective garments for workmen engaged as fitters in all the Departments and men dealing with chemicals in the Dye House.
9. Adoption of some regular procedure in dealing with discharges through a Committee of Representatives of the Management and Labour.
10. Discontinuance of the system of permanently reducing the wages of workers, as a punishment, and restoration of workers already affected, to their previous scales.
11. Deciding on merits all cases relating to discharges under the 27-year Rule, unaccompanied by provision of alternative jobs for nearest relatives or grant of pension, etc.
12. Recruitment of Labour through Employment Exchange instead of by the Management direct.
13. Review of the policy of the Management in not recruiting women.
14. Provision of training facilities to recruits and confirmation of workers on completion of six months' service.
15. Provision of and strict adherence to incentives by way of promotions in all the departments, groups or sections.
16. Filling in a certain percentage of supervisory jobs by promoting deserving personnel from the rank and file.
17. Extension of facilities now accorded to the supervising staff to all existing jobbers and maistries also.
18. Introduction of a system of maintaining half-yearly confidential reports on the work, character and ability of persons and basing promotions to supervisory jobs upon such reports.
19. Giving early effect to a perfect line and staff organisation.

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20. Provision of washing facilities to workmen, oilers, fitters, etc., employed in Dye-House, Boilers' Section, Woollen Teasing, Woollen Milling and Mechanic Shop.

21. Housing facilities for all workmen, or alternatively, grant of suitable allowances.

22. Reduction of rent on Binnypet houses.

23. Giving the workers an insight to the funds created by pooling forefeited wages, the total forfeited amount of bonus, etc., and appropriating such funds for the social uplift of the work-people and not for the building of houses.

24. Publication of the wage rates.

25. Offering change of occupation for disabled workers and periodical review of such cases.

26. Grant of the compensatory holiday contemplated under section 35 of the Factories Act, as such, instead of mixing it up with any other intervening holiday.

27. An assurance of holding full and impartial enquiries against superior employees in all cases of excesses committed over the workers.

28. Payment of all wages and allowances due for each month before the 10th of the following month.

29. Stipulating terms of employment with a view to preventing the hardship and humiliation caused by the policy of recruiting unqualified Anglo-Indians to the supervisory grades of clerical posts.

30. Early arrangements for settling down permanent Day Shift of Cotton Weaving workers to alternative Day and Night Shifts with the permanent Night Shift workers.

31. Provision of transport facilities for employees who live far away from the Mills.

VI Social Welfare.

1. Better arrangements for the social uplift of workmen and their families.

2. (*a*) Laying down sustained plans relating to instructive films, education, technical training and school activities.

(*b*) More liberal provision of water and lighting.

(*c*) Provision of adequate bath and washing facilities at Binnypet.

(*d*) Restoring of the Primary School at Binnypet.

(*e*) Arrangements for adult education.

(*f*) Attitude of the Management with regard to the holiday due on the Independence Day.

VII. Miscellaneous.

1. Change of attitude on the part of the Management in the matter of facilitating the organisation of labour into one Association and removal of the obstacles placed by the Management in this and kindred matters.

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